



Environmental, Social and Governance (ESG) Policy

A MEMBER OF THE COMMUNITY

With more than \$36 billion of assets under management, Audax Group's business units – Private Equity and Private Debt – utilize a thorough and time-tested investment process that, since the firm's inception, has covered numerous environmental, social and governance ("ESG") considerations.

Audax understands that maintaining sound ESG practices results in improved performance while promoting a positive impact on society and the greater environment. The firm views its ESG responsibilities as central to its greater mission of delivering superior investment returns and strives to monitor the consequences of its investment decisions to consider relevant stakeholders' interests, while meeting its fiduciary duties.

ESG PRINCIPLES

When making investments, Audax Group generally takes the following ESG considerations into account:

1. Consider relevant environmental, safety, and social issues associated with target companies when evaluating whether to invest in a particular company or entity, as well as during our holding period.
2. Seek to grow and improve the companies in which we invest for long-term sustainability and to benefit multiple stakeholders, including on environmental, social and governance issues, and through Board participation, where available.
3. Attract, develop, and support the best talent from the broadest universe possible, and nurture a culture of inclusiveness that enables team members of different genders, races, ethnicities, sexual orientations, and social backgrounds to contribute and excel.
4. Remain committed to compliance with national, state, and local labor laws, including with respect to workplace safety.
5. Maintain policies that prohibit bribery and other improper payments to public officials consistent with the U.S. Foreign Corrupt Practices Act.
6. Provide timely information to our limited partners on the matters addressed herein, and work to foster transparency about our activities.
7. To the extent practicable, encourage portfolio companies to advance these same principles in a way that is consistent with their duties to stakeholders.